Jason E. Zimmer, District Supervisor

REQUEST FOR WRITTEN QUOTES

DFW-2016-043 Exterior Painting/Staining of Office Building Shingles and Trim at the Southeast Wildlife District Office, Buzzards Bay, Massachusetts

MASSACHUSETTS DIVISION OF FISHERIES AND WILDLIFE 195 BOURNEDALE ROAD BUZZARDS BAY, MA 02532

RFQ: DFW-2016-043

PURCHASING DEPARTMENT: Department of Fish and Game / Division of Fisheries and Wildlife

CONTACT PERSON: Jason E. Zimmer, Southeast District Supervisor, Southeast Wildlife District, 195 Bournedale Road, Buzzards Bay, MA 02532

TELEPHONE: 508-759-3406

BRIEF DESCRIPTION OF PROCUREMENT: This is a turnkey project whereby the selected vendor will perform all necessary calculations and perform all work to re-paint the main office building shingles and trim. The project will require scraping and sanding of existing trim, spot-priming shingles and trim as needed following scraping and sanding and the application of two coats of exterior stain to all shingles and two coats of exterior paint to all trim. Paint/stain colors will be specified by Division staff.

ACQUISITION METHOD: Outright purchase.

SINGLE OR MULTIPLE CONTRACTORS ARE REQUIRED FOR CONTRACTS: Single.

SINGLE OR MULTIPLE DEPARTMENTS ABLE TO USE: Only procuring department may contract under this RFR.

PREVAILING WAGE APPLICABLE: Yes. A current wage rate sheet for this project will be provided in the bid package available at Southeast Wildlife District, 195 Bournedale Road, Buzzards Bay, MA 02532.

BIDDERS CONFERENCE: There will be no bidder's conference for this job. However, prospective bidders may pick up a bid package at the job site at the Southeast Wildlife District,

www.masswildlife.org

195 Bournedale Road, Buzzards Bay, MA 02532. Prospective bidders should arrange to visit the job site by contacting the District Supervisor, Mr. Jason Zimmer, at 508-759-3406.

EXPECTED DURATION OF CONTRACT: Contract will terminate June 30, 2016

OPTION TO RENEW: No

ANTICIPATED EXPENDITURES FOR EXPECTED DURATION OF CONTRACT: \$10,000

CONTRACT PERFORMANCE AND BUSINESS SPECIFICATIONS:

I. Introduction

The Commonwealth of Massachusetts, Department of Fish and Game, Division of Fisheries and Wildlife (DFW) is seeking a qualified vendor to re-paint the main office building shingles and trim. The project will require scraping and sanding of existing trim, spot-priming shingles and trim as needed following scraping and sanding and the application of two coats of exterior stain to all shingles and two coats of exterior paint to all trim. Paint/stain colors will be specified by Division staff.

II. Purpose of Procurement

The Commonwealth of Massachusetts, Department of Fish and Game, Division of Fisheries and Wildlife (DFW) is seeking a qualified vendor to re-paint/re-stain the main office building shingles and trim. The project will require scraping and sanding of existing trim, spot-priming shingles and trim as needed following scraping and sanding and the application of two coats of exterior stain to all shingles and two coats of exterior paint to all trim. Paint/stain colors will be specified by Division staff. The goal of the project is to protect the buildings exterior from the elements and to improve the appearance of the District Office building. The Division is seeking a lump sum bid for a complete job as part of this RFR.

III. Specifications

The following specifications for the new project are to be met:

- 1. All exterior trim, including window and door casings, and entry and garage doors, shall be scraped and sanded to properly prepare the surface for priming. Any/all paint/stain debris shall be removed from the site and disposed off according to all applicable federal, state and local regulations.
- 2. All exterior shingles shall be cleaned or treated as needed prior to priming/staining to ensure proper penetration of stain and to prevent/kill and mold or bacterial growth identified.
- 3. All trim that has been scraped and sanded shall be primed with standard exterior grade latex primer.
- 4. All exterior shingles shall be primed (as needed) and painted with two coats of standard exterior grade 100% acrylic stain (color to be specified by Division staff).
- 5. All exterior trim shall be painted with two coats of standard exterior grade latex paint (color to be specified by Division staff).
- 6. Contractor will be required to remove and reinstall all exterior structures, including gutters and window protection, in order to complete all work.

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General

- 1) All operations must be performed during normal working hours (Monday Friday, 8:00AM to 4:00PM). Exceptions to this schedule may be authorized by the District Supervisor.
- 2) This is a prevailing wage rate job. Contract must conform to the attached prevailing wages assigned to this job.
- 3) Certification that you are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed at the work, and that each employee has successfully completed a course in construction safety and health approved by OSHA that is at least 10 hours in duration. Proof of OSHA-10 certification must be provided for each employee with the first certified payroll report.
- 4) Contractor is required to obtain all applicable federal, state and local permits and/or approvals for the project and all work associated with the project shall be completed in full compliance with all applicable federal, state and local codes and regulations. The contractor shall be responsible for arranging any necessary inspections by federal, state and local inspectors.
- 5) The contractor shall submit a lump sum bid price for this job. The contractor shall identify in the quote the specifications (materials, model number) and name of the manufacturer of the materials that will be used/provided.
- 6) It is the responsibility of the contractor to make all necessary measurements for materials for bidding on this job.
- 7) Proof of liability insurance coverage shall be attached to the signed contract prior to project commencement.
- 8) The work site shall be left in an orderly fashion and cleanup shall be the responsibility of the Contractor. The contractor is responsible for all costs to dispose of all waste and removed materials and debris in a manner that meets all federal, state and local codes and regulations.
- 9) The total bid amount should not be limited to the previous description but shall include all materials and labor necessary to produce a completed job equal to or exceeding industry standards. It is therefore recommended that all prospective bidders view the proposed job site to determine material quantities involved and if any additional work will be required to provide an acceptable finished job.
- 10) For interpretation of these specifications or to view the job site, please contact Jason Zimmer, District Supervisor at 508-759-3406.
- 11) This project will not commence until a "Notice to Proceed" has been received by the Contractor from the Division's Chief Financial Officer. The final award of this bid will be contingent upon availability of sufficient funds. The Division reserves the right to award part, or all, of this contract pending availability of funds.
- 12) The contractor is required to fully complete this job by June 30, 2016.
- 13) Any additional project costs must be approved in writing by the Division's Southeast District Supervisor and Chief Financial Officer prior to being incurred.
- 14) The Division will make payment following a satisfactory completion and inspection of finished job.
- 15) Deadline for written quotes is Tuesday, April 12, 2016 by 2:00 pm. Quotes received after this time will not be considered.

Work Date: All work shall be completed on or before June 30, 2016. Work dates and daily work times shall be scheduled in advance and in coordination with the District Supervisor.

VI. QUOTE DEADLINE: Tuesday, April 12, 2016, 2:00 pm

Submit written quote, <u>including references</u> showing the bidders experience for conducting the type of work to:

Lori Cookman Massachusetts Division of Fisheries and Wildlife 1 Rabbit Hill Rd Westborough, MA 01581 lori.cookman@state.ma.us

VIII. NOTICE TO PROCEED: The Contractor may begin performing specified contract work when he/she has been given a notice to proceed by DFW. ALL WORK MUST BE COMPLETED WITHIN THE TIMELINE OUTLINED IN THE NOTICE TO PROCEED.

The following forms will be required upon contract execution:

- a) Contract
- b) Contractor Authorized Signatory Listing
- c) Commonwealth of Massachusetts Terms and Conditions
- d) MA W-9
- e) 100% performance bond
- f) Evidence of insurance: Workman's Compensation, Contractor's Public Liability and Property Damage, and Contractor's Protective Public Liability and Property Damage Liability Insurance

VI. DEADLINE FOR RESPONSES

There is no bidder's conference for this project, but it is suggested that all contractors planning to bid on this project view the job site and confirm the measurements and specifications contained in these specifications.

Submit written quotes along with references no later than Tuesday, April 12, 2016 to...

Lori Cookman
Massachusetts Division of Fisheries and Wildlife
1 Rabbit Hill Road
Westborough, MA 01581
lori.cookman@state.ma.us

Attn: DFW-2016-043 SEWD Office Painting

VII. RESPONSE EVALUATION

a. The DFW/DFG reserves the right to reject any and all proposals and select the proposal it finds the most advantageous to completing this project.

VIII. NOTICE TO PROCEED: The Contractor may begin performing specified contract work when he/she has been given a notice to proceed by DFW/DFG. ALL WORK MUST BE COMPLETED WITHIN THE TIMELINE OUTLINED IN THE NOTICE TO PROCEED.

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IX. DISCLAIMER/LIABILITY CLAUSE: The Contractor will release and agree to hold blameless the Commonwealth of Massachusetts, Division of Fisheries and Wildlife, its employees and agents acting within the scope of their official duties from any and all liability or loss resulting from acts or omissions except willful torts.

X. BUDGET AND SCHEDULE OF PAYMENT

Total payment for each project shall be agreed upon before any work is initiated on that project. The agreed sum shall be stated in the Notice to Proceed.

Payment shall be made as a single lump sum payment upon the determination by DFW of completion of work, or as agreed upon in the scope of services and payment plan, and shall be made by DFW/DFG within thirty (30) days of receipt of an invoice. This provision shall not apply if the DFW notifies the Contractor of insufficiencies in the work or non-compliance with the contract terms within thirty (30) days of receipt of said invoice. If so notified, the invoice amount will not be remitted and no invoice or demand for payment will be accepted until the contract compliance has been met. Once compliance has been met, payment after resubmission of an invoice will be made within thirty (30) days.

BUSINESS REFERENCE FORM

The bidder shall supply the Division, as part of their bid package, a statement of their qualifications to conduct the type of work required under this RFR. The contractor shall also include a list of the similar jobs they have completed within the past 5 years, including the names, addresses, and contact numbers for each contract manager or owner of the job sites. Attach additional sheets if necessary.

Bidder:	_ Phone # ()
RFR Name/Title:		·
RFR Number:		
n. c		
Reference name:		
Address:	Phone: # ()
Fax/Internet address:		
Description and date(s) of commodities and services provided:		
Reference name:	Contact:	
Address:)
Fax/Internet address:		
Description and date(s) of commodities and services provided:		
		·=
Reference name:	Contact:	
Address:)
Fax/Internet address:		
Description and date(s) of commodities and services provided:		

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Reference name:	Contact:
Address:	Phone: # ()
Fax/Internet address:	
Description and date(s) of commodities and services provided:	
Reference name:	Contact:
Address:	Phone: # ()
Fax/Internet address:	
Description and date(s) of commodities and services provided:	

References will be contacted to confirm the bidder's abilities and qualifications as stated in the bidder's response. The Division may deem the bidder's response unresponsive if a reference is not obtainable from a listed reference after reasonable attempts.

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KARYN E. POLITO

Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H RONALD L. WALKER, II Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

Division of Fisheries and Wildlife

Contract Number:

DFW-2016-043

City/Town: BOURNE

Description of Work:

Southeast District Office - Paint/stain exterior of the main office building including shingles and trim and all

required prep work for a finished job.

Job Location:

195 Bournedale Rd

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Issue Date: 03/15/2016 Wage Request Number: 20160315-027

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2015	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45 \$7.45	\$12.65	\$0.00	\$52.50 \$52.50
	12/01/2016	\$32.40	\$7.45 \$7.45	\$12.65	\$0.00	\$52.50 \$53.25
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$33.13	\$7.43	\$12.03	φυ.υυ	\$33.23
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
F C C C C C C C C C C C C C C C C C C C	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER	10/01/0015	0.40 =2		£14.00	#0.00	0.00.00
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
BARCO-TYPE JUMPING TAMPER	12/01/2015	\$31.40	\$7,45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2015	¢21.00	\$7 A5	\$12.65	\$0.00	¢52.00
LABORERS - ZONE 2		\$31.90	\$7.45			\$52.00 \$52.50
	06/01/2016	\$32.40 \$33.15	\$7.45	\$12.65 \$12.65	\$0.00 \$0.00	\$52.50 \$53.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$33.15	\$7.45	Ψ12.03	φυ.υυ	\$53.25

Issue Date: 03/15/2016 **Wage Request Number:** 20160315-027 **Page 2 of 33**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2016	\$41.62	\$6.97	\$16.21	\$0.00	\$64.80
BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	12 \$6.97 \$16.21 \$0.00 \$64.80			

	Effective Step	re Date - percent	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
	2	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
	3	70		\$29.13	\$6.97	\$11.35	\$0.00	\$47.45	
	4	75		\$31.22	\$6.97	\$12.16	\$0.00	\$50.35	
	5	80		\$33.30	\$6.97	\$12.97	\$0.00	\$53.24	
	6	85		\$35.38	\$6.97	\$13.78	\$0.00	\$56.13	
	7	90		\$37.46	\$6.97	\$14.59	\$0.00	\$59.02	,
	8	95		\$39.54	\$6.97	\$15.40	\$0.00	\$61.91	
	Effective Step	ve Date -	01/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41	
	2	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41	
	3	70		\$30.04	\$6.97	\$11.35	\$0.00	\$48.36	
	4	75		\$32.19	\$6.97	\$12.16	\$0.00	\$51.32	
	5	80		\$34.34	\$6.97	\$12.97	\$0.00	\$54.28	
	6	85		\$36.48	\$6.97	\$13.78	\$0.00	\$57.23	
	7	90		\$38.63	\$6.97	\$14.59	\$0.00	\$60.19	
	8	95		\$40.77	\$6.97	\$15.40	\$0.00	\$63.14	
	Notes:	-				******* ******************************			
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			ırneyworker Ratio:1:5						
		CIAL MA	SONRY (INCL. MASONF	RY 02/01/2016	\$49.86	\$10.18	\$19.14	\$0.00	\$79.18
TERPROO:		V BEDFORD		08/01/2016	\$50.76	\$10.18	\$19.22	\$0.00	\$80.16

Issue Date: 03/15/2016 Wage Request Number: 20160315-027 Page 3 of 33

	Step	ive Date - 02/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50	\$24.93	\$10.18	\$19.14	\$0.00	\$54.25	
	2	60	\$29.92	\$10.18	\$19.14	\$0.00	\$59.24	
	3	70	\$34.90	\$10.18	\$19.14	\$0.00	\$64.22	
	4	80	\$39.89	\$10.18	\$19.14	\$0.00	\$69.21	
	5	90	\$44.87	\$10.18	\$19.14	\$0.00	\$74.19	
	Effecti	ive Date - 08/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50	\$25.38	\$10.18	\$19.22	\$0.00	\$54.78	
	2	60	\$30.46	\$10.18	\$19.22	\$0.00	\$59.86	
	3	70	\$35.53	\$10.18	\$19.22	\$0.00	\$64.93	
	4	80	\$40.61	\$10.18	\$19.22	\$0.00	\$70.01	
	5	90	\$45.68	\$10.18	\$19.22	\$0.00	\$75.08	
	Notes:	**************************************	MILITER SPECIAL PROPERTY PROPERTY SPECIAL	WOODSHIELD BETTERDED OF CHIEVENING .	TOWNS M. W. W. W. W. C.	MAKETINI MAKATIN MAKATIN MI	January Barrelline Semantically Literatury	
	<u> </u>	mtica to Tourne arms when Datical 5		comer excess some se	Cintal Markey debrooks w			
H I DOZED/								
			12/01/2015		\$10.00	\$14.90	\$0.00	\$68.21
			06/01/2016	·	\$10.00	\$14.90	\$0.00	\$68.96
			12/01/2016		\$10.00	\$14.90	\$0.00	\$70.19
			06/01/2017		\$10.00	\$14.90	\$0.00	\$71.18
For apprentice	rates see "	Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
			12/01/2015	5 \$36.45	\$7.45	\$13.75	\$0.00	\$57.65
Apprentice to Journeyworker Ratio:1: JLLDOZER/GRADER/SCRAPER ERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPERATING ENGINEERS" JISSON & UNDERPINNING BOTTOM MAN BORERS - FOUNDATION AND MARINE For apprentice rates see "Apprentice- LABORER" JISSON & UNDERPINNING LABORER	06/01/2016		\$7.45	\$13.75	\$0.00	\$58.40		
For apprentice	ratec cee "	Apprentice- I AROPER"	12/01/2016		\$7.45	\$13.75	\$0.00	\$59.40
ISSON & U	NDERP:	INNING LABORER	12/01/2015	5 \$35.30	\$7.45	\$13.75	\$0.00	\$56.50
BORERS - FOUI	NDATION .	AND MARINE	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
_			12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
		Apprentice- LABORER"						
ASSON & U BORERS - FOUL		INNING TOP MAN AND MARINE	12/01/2015		\$7.45	\$13.75	\$0.00	\$56.50
			06/01/2016	•	\$7.45	\$13.75	\$0.00	\$57.25
For apprentice	rates see "	Apprentice- LABORER"	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
		L OPERATOR	12/01/2015	5 \$31.40	\$7.45	\$12.65	\$0.00	\$51.50
BORERS - ZONE	2		06/01/2016	*	\$7.45	\$12.65	\$0.00	\$52.00
			12/01/2016		\$7.45	\$12.65	\$0.00	\$52.75

				•	•			
			03/01/201	7 \$39.05	\$9.80	\$16.82	\$0.00	\$65.6
			09/01/201	7 \$40.06	\$9.80	\$16.82	\$0.00	\$66.6
			03/01/201	8 \$41.06	\$9.80	\$16.82	\$0.00	\$67.6
			09/01/201	8 \$42.10	\$9.80	\$16.82	\$0.00	\$68.
			03/01/201	9 \$43.13	\$9.80	\$16.82	\$0.00	\$69.
		RPENTER - Zone 2 Eastern	MA					
	ive Date -	03/01/2016				Supplemental	m . 15	
Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	50		\$18.55	\$9.80	\$1.63	\$0.00	\$29.98	
2	60		\$22.26	\$9.80	\$1.63	\$0.00	\$33.69	
3	70		\$25.97	\$9.80	\$11.93	\$0.00	\$47.70	
4	75		\$27.83	\$9.80	\$11.93	\$0.00	\$49.56	
5	80		\$29.68	\$9.80	\$13.56	\$0.00	\$53.04	
6	80		\$29.68	\$9.80	\$13.56	\$0.00	\$53.04	
7	90		\$33.39	\$9.80	\$15.19	\$0.00	\$58.38	
8	90		\$33.39	\$9.80	\$15.19	\$0.00	\$58.38	
Effect	ive Date -	09/01/2016	·			Supplemental		
Step	percent	······	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.04	\$9.80	\$1.63	\$0.00	\$30.47	
2	60		\$22.85	\$9.80	\$1.63	\$0.00	\$34.28	
3	70		\$26.66	\$9.80	\$11.93	\$0.00	\$48.39	
4	75		\$28.56	\$9.80	\$11.93	\$0.00	\$50.29	
5	80		\$30.46	\$9.80	\$13.56	\$0.00	\$53.82	
6	80		\$30.46	\$9.80	\$13.56	\$0.00	\$53.82	
7	90		\$34.27	\$9.80	\$15.19	\$0.00	\$59.26	
	90		\$34.27	\$9.80	\$15.19	\$0.00	\$59.26	

Classification

CARPENTER

CARPENTERS -ZONE 2 (Eastern Massachusetts)

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (NEW BEDFORD)

Supplemental

\$0.00

\$0.00

Unemployment

Total Rate

\$63.72

\$64.70

Pension

\$16.82

\$16.82

\$18.71

\$10.90

\$1.30

\$77.35

Health

\$9.80

\$9.80

Effective Date Base Wage

\$37.10

\$38.08

03/01/2016

09/01/2016

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01/01/2016

\$46.44

I	Apprent	ice - C	EMENT MASONRY/PLASTE	RING - Eastern Mass (N	lew Bedford)				
	Effective Step		01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tot	al Rate
-	1	50	· · · · · · · · · · · · · · · · · · ·	\$23.22	\$10.90	\$12.21	\$0.00		\$46.33
	2	60		\$27.86	\$10.90	\$13.71	\$1.30		
	3	65		\$30.19	\$10.90	\$14.71	\$1.30		\$57.10
	4	70			\$10.90	\$15.71	\$1.30		\$60.42
	5	75		\$34.83	\$10.90	\$16.71	\$1.30		
	6	80		\$37.15	\$10.90	\$17.71	\$1.30		\$67.06
	7	90		\$41.80	\$10.90	\$18.71	\$1.30		
[i 		 Steps 3,4	are 500 hrs. All other steps a	re 1,000 hrs.	MARAGAN MARANAMAN MARANAMAN .		Minimum Management Minimum Management		
	Apprent	ice to Jo	ourneyworker Ratio:1:3	described admiration described Metabolish Williams	SONTTINE MONOMOTO WATERCON'S BAC	rescued freezestory temperatures a	NUMBERON SOMEONOON WOODSHIPE BOOK		WWW. WWW. COMMANDA
		R		12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2				06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice ra	tes see "Ap	prentice- l	LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
			KETS/HEADING MACHINE	S 12/01/2015	5 \$44.73	\$10.00	\$14.90	\$0.00	\$69.63
2 60 3 65 4 70 5 75 6 80 7 90			\$10.00	\$14.90	\$0.00	\$70.38			
				12/01/2016	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
				06/01/2017	\$47.73	\$10.00	Pension Unemployment Total Rate \$12.21 \$0.00 \$46.33 \$13.71 \$1.30 \$53.77 \$14.71 \$1.30 \$57.10 \$15.71 \$1.30 \$60.42 \$16.71 \$1.30 \$63.74 \$17.71 \$1.30 \$67.06 \$18.71 \$1.30 \$72.71 \$7.45 \$12.65 \$0.00 \$52.00 \$7.45 \$12.65 \$0.00 \$52.00 \$7.45 \$12.65 \$0.00 \$52.75 \$10.00 \$14.90 \$0.00 \$70.38 \$10.00 \$14.90 \$0.00 \$71.63		
For apprentice ra	Step								
COMPRESSOR	OPERAT	OR		12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
OPERATING ENGINE	EERS LOC	4L 4							
				12/01/2016					
				Apprentice Base Wage					
				12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	
For apprentice rate	tes see "Ap	prentice- (OPERATING ENGINEERS"						·
				01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
FAIIYI BKƏ LOCAL 33	- ZOIVE Z			07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
				01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Issue Date: 03/15/2016 Wage Request Number: 20160315-027 Page 6 of 33 Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Total Rate

	Effect	ve Date - 01/0	1/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	50		\$24.76	\$7.85	\$0.00	\$0.00	\$32.6	51
	2	55		\$27.23	\$7.85	\$3.66	\$0.00	\$38.7	' 4
	3	60		\$29.71	\$7.85	\$3.99	\$0.00	\$41.5	5
	4	65		\$32.18	\$7.85	\$4.32	\$0.00	\$44.3	5
	5	70		\$34.66	\$7.85	\$14.11	\$0.00	\$56.6	52
	6	75		\$37.13	\$7.85	\$14.44	\$0.00	\$59.4	2
	7	80		\$39.61	\$7.85	\$14.77	\$0.00	\$62.2	:3
	8	90		\$44.56	\$7.85	\$15.44	\$0.00	\$67.8	5
	Effecti Step	ve Date - 07/01	1/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	'e
	1	50		\$25.23	\$7.85	\$0.00	\$0.00	\$33.0	
	2	55		\$23.23 \$27.75	\$7.85 \$7.85	\$0.00 \$3.66	\$0.00	\$39.2 \$39.2	
	3	60		\$30.28	\$7.85 \$7.85	\$3.99	\$0.00	\$39.2 \$42.1	
	4	65		\$32.80	\$7.85 \$7.85	\$4.32	\$0.00	\$44.9	
	5	70		\$35.32	\$7.85 \$7.85	\$14.11	\$0.00	\$57.2	
	6	75		\$37.85	\$7.85	\$14.44	\$0.00	\$60.1	
	7	80		\$40.37	\$7.85 \$7.85	\$14.77	\$0.00	\$62.9	
	8	90		\$45.41	\$7.85	\$15.44	\$0.00	\$68.7	
	Notes:	Steps are 750 hrs			-	THE RESIDENCE CONTRACTOR	Bildrafter Bildrafter Standards		
	<u> </u>			and management management and another statements and		····			
ELIO LEGE		ntice to Journeyw	orker Ratio:1:1					·····	
EMO: ADZE				12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentice	rates see "	Apprentice- LABORE	R"						
EMO: BACK		ADER/HAMME	R OPERATOR	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice	rates see ".	Apprentice- LABORE	R"						
EMO: BURN BORERS - ZONE				12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice	rates see ".	Apprentice- LABORE	R"						
EMO: CONC ABORERS - ZONE		UTTER/SAWYE	R	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice	rates see ".	Apprentice- LABORE	R"						
EMO: JACKI BORERS - ZONI		R OPERATOR		12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice	rates see ".	Apprentice- LABORE	R"						
EMO: WREC BORERS - ZONI		ABORER		12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
		Apprentice- LABOREI	יים						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN	09/01/2015	\$38.31	\$8.40	\$11.28	\$0.00	\$57.99
ELECTRICIANS LOCAL 223	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62

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1	_	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	40	\$15.32	\$0.00	\$0.46	\$0.00	\$15.78	
2	42	\$16.09	\$0.00	\$0.48	\$0.00	\$16.57	
3	45	\$17.24	\$8.40	\$0.52	\$0.00	\$26.16	
4	48	\$18.39	\$8.40	\$3.36	\$0.00	\$30.15	
5	50	\$19.16	\$8.40	\$3.47	\$0.00	\$31.03	
6	55	\$21.07	\$8.40	\$3.75	\$0.00	\$33.22	
7	60	\$22.99	\$8.40	\$4.03	\$0.00	\$35.42	
8	65	\$24.90	\$8.40	\$4.31	\$0.00	\$37.61	
9	70	\$26.82	\$8.40	\$5.28	\$0.00	\$40.50	
10	75	\$28.73	\$8.40	\$4.86	\$0.00	\$41.99	
	tive Date - 09/01/2016	Assessed a December	TT1d.	Dentin	Supplemental	Tulbu	
Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	40	\$15.68	\$0.00	\$0.47	\$0.00	\$16.15	
2	42	\$16.47	\$0.00	\$0.49	\$0.00	\$16.96	
3	45	\$17.64	\$8.90	\$0.53	\$0.00	\$27.07	
4	48	\$18.82	\$8.90	\$3.42	\$0.00	\$31.14	
5	50	\$19.61	\$8.90	\$3.55	\$0.00	\$32.06	
6	55	\$21.57	\$8.90	\$3.83	\$0.00	\$34.30	
7	60	\$23.53	\$8.90	\$4.12	\$0.00	\$36.55	
8	65	\$25.49	\$8.90	\$4.39	\$0.00	\$38.78	
9	70	\$27.45	\$8.90	\$4.68	\$0.00	\$41.03	
10	75	\$29.41	\$8.90	\$4.96	\$0.00	\$43.27	
Note	s: Steps are 750 hours	non annum terrina terrina filipada dantah bibutah bibutah bibutah d	CONTROL MEMBERS MANAGEMENT IN				
A pp	entice to Journeyworker Ratio)·?·3***	Linkshir shipsinging shipping god	sales desparate materiales o	manager mirrores eastern mode	NOTES SOURCE MODEL MADE SHOWING	
ATOR CONST	•	01/01/2016	\$54.53	\$14.43	\$14.96	\$0.00 \$	\$83.9

Issue Date: 03/15/2016 Wage Request Number: 20160315-027

	Effect Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$27.27	\$14.43	\$0.00	\$0.00	\$41.70	
	2	55		\$29.99	\$14.43	\$14.96	\$0.00	\$59.38	
	3	65		\$35.44	\$14.43	\$14.96	\$0.00	\$64.83	
	4	70		\$38.17	\$14.43	\$14.96	\$0.00	\$67.56	
	5	80		\$43.62	\$14.43	\$14.96	\$0.00	\$73.01	
	Effecti	ve Date -	01/01/2017				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$27.93	\$15.28	\$0.00	\$0.00	\$43.21	
	2	55		\$30.72	\$15.28	\$15.71	\$0.00	\$61.71	
	3	65		\$36.31	\$15.28	\$15.71	\$0.00	\$67.30	
	4	70		\$39.10	\$15.28	\$15.71	\$0.00	\$70.09	
	5	80		\$44.69	\$15.28	\$15.71	\$0.00	\$75.68	
			urneyworker Ratio:1:1	CALS ESSENCE ELECTRIC STATES SASSESSES SASSESS	Managara Malacidad Mestanda si	gazza arabini marene i		NAME OF THE PERSON OF THE PERS	
	CONSTR	UCTOR HI	urneyworker Ratio:1:1	01/01/2010		\$14.43	\$14.96	\$0.00	\$67.56
EVATOR CON	CONSTR	UCTOR HI S LOCAL 4	urneyworker Ratio:1:1		5 \$38.17		\$14.96 \$15.71	\$0.00 \$0.00	
For apprentic	CONSTR STRUCTOR	UCTOR HI S LOCAL 4 Apprentice - I	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR"	01/01/2016	5 \$38.17 7 \$39.10	\$15.28			\$70.09
For apprentic	CONSTR STRUCTOR ce rates see "	UCTOR HI S LOCAL 4 Apprentice - I	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR"	01/01/2016 01/01/2017	\$38.17 \$39.10 \$31.40	\$15.28 \$7.45	\$15.71	\$0.00	\$70.09 \$51.50
For apprentic	CONSTR STRUCTOR ce rates see "	UCTOR HI S LOCAL 4 Apprentice - I	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR"	01/01/2010 01/01/2012 12/01/2013	5 \$31.40 5 \$31.90	\$15.28 \$7.45 \$7.45	\$15.71 \$12.65	\$0.00 \$0.00	\$70.09 \$51.50 \$52.00
For apprentic NCE & GU SORERS - ZOI For apprentic	CONSTR STRUCTOR ce rates see " JARD RA VE 2 ce rates see "	UCTOR HI S LOCAL 4 Apprentice - I IL ERECT Apprentice- L	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR* OR ABORER*	01/01/2010 01/01/2010 12/01/2010 06/01/2010	5 \$31.40 5 \$31.90	\$15.28 \$7.45 \$7.45	\$15.71 \$12.65 \$12.65	\$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00
For apprentic SORERS - ZOI For apprentic ELD ENG.I	CONSTR STRUCTOR ce rates see " JARD RA NE 2 ce rates see " NST.PER	UCTOR HIS LOCAL 4 Apprentice - I IL ERECT Apprentice- L SON-BLD	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR* OR	01/01/2010 01/01/2010 12/01/2010 06/01/2010	\$38.17 \$39.10 \$31.40 \$31.90 \$32.65	\$15.28 \$7.45 \$7.45 \$7.45	\$15.71 \$12.65 \$12.65	\$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75
For apprentic NCE & GU BORERS - ZOI For apprentic ELD ENG.I	CONSTR STRUCTOR ce rates see " JARD RA NE 2 ce rates see " NST.PER	UCTOR HIS LOCAL 4 Apprentice - I IL ERECT Apprentice- L SON-BLD	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR ABORER"	01/01/2010 01/01/2011 12/01/2010 06/01/2010	\$38.17 \$39.10 \$31.40 \$31.90 \$32.65 \$40.49	\$15.28 \$7.45 \$7.45 \$7.45	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00	\$67.56 \$70.09 \$51.50 \$52.00 \$52.75 \$65.04
For apprentic NCE & GU BORERS - ZOI For apprentic ELD ENG.I	CONSTR STRUCTOR ce rates see " JARD RA NE 2 ce rates see " NST.PER	UCTOR HIS LOCAL 4 Apprentice - I IL ERECT Apprentice- L SON-BLD	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR ABORER"	01/01/2016 01/01/2011 12/01/2016 06/01/2016 12/01/2016	\$38.17 \$39.10 \$31.40 \$5 \$31.90 \$5 \$32.65 \$40.49 \$41.38	\$15.28 \$7.45 \$7.45 \$7.45 \$10.00 \$10.00	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75
For apprentic NCE & GU BORERS - ZOI For apprentic ELD ENG.I	CONSTR STRUCTOR ce rates see " JARD RA NE 2 ce rates see " NST.PER	UCTOR HIS LOCAL 4 Apprentice - I IL ERECT Apprentice- L SON-BLD	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR ABORER"	01/01/2010 01/01/2011 12/01/2010 12/01/2010 11/01/2010 05/01/2010	5 \$38.17 7 \$39.10 5 \$31.40 6 \$31.90 6 \$32.65 5 \$40.49 5 \$41.38	\$15.28 \$7.45 \$7.45 \$7.45 \$10.00 \$10.00	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75 \$65.04 \$65.93 \$66.52 \$67.40
For apprentic ENCE & GU BORERS - ZOI For apprentic ELD ENG.I	CONSTR STRUCTOR ce rates see " JARD RA NE 2 ce rates see " NST.PER	UCTOR HIS LOCAL 4 Apprentice - I IL ERECT Apprentice- L SON-BLD	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR ABORER"	01/01/2016 01/01/2011 12/01/2016 06/01/2016 12/01/2016 05/01/2016 11/01/2016	5 \$38.17 7 \$39.10 5 \$31.40 6 \$31.90 6 \$32.65 5 \$40.49 6 \$41.38 6 \$41.38	\$15.28 \$7.45 \$7.45 \$10.00 \$10.00 \$10.00	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75 \$65.04 \$65.93 \$66.52 \$67.40 \$68.13
For apprentic ENCE & GU BORERS - ZOI For apprentic ELD ENG.I	CONSTRISTRUCTOR DE TATES SEE " JARD RA WE 2 DE TATES SEE " NST.PER GINEERS LO	Apprentice - LA Apprentice - LA	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR ABORER" G,SITE,HVY/HWY	01/01/2010 01/01/2011 12/01/2010 12/01/2010 11/01/2010 11/01/2010 05/01/2010	5 \$38.17 7 \$39.10 5 \$31.40 6 \$31.90 6 \$32.65 5 \$40.49 5 \$41.38 6 \$41.97 7 \$42.85	\$15.28 \$7.45 \$7.45 \$7.45 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75 \$65.04 \$65.93 \$66.52 \$67.40
For apprentic For apprentic For apprentic For apprentic ELD ENG.I ERATING ENG	CONSTRISTRUCTOR DE TATES SEE " JARD RA WE 2 DE TATES SEE " NST.PER GINEERS LO	Apprentice - L SON-BLD DCAL 4 Apprentice- C	ELPER ELEVATOR CONSTRUCTOR" OR ABORER" G,SITE,HVY/HWY	01/01/2010 01/01/2011 12/01/2010 12/01/2010 11/01/2010 11/01/2010 05/01/2010 11/01/2011 05/01/2011 05/01/2011	\$38.17 \$39.10 \$31.40 \$31.90 \$32.65 \$41.38 \$41.97 \$42.85 \$43.58 \$44.29	\$15.28 \$7.45 \$7.45 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75 \$65.04 \$65.93 \$66.52 \$67.40 \$68.13
For apprentic For apprentic For apprentic For apprentic FOR EASTING ENCL FOR apprentic FOR apprentic FOR apprentic FOR APPRENTICE FOR APPRENT	CONSTRICTOR CONSTRUCTOR CONSTR	Apprentice - DOCAL 4 Apprentice - III ERECT Apprentice- L SON-BLD OCAL 4 Apprentice- C HIEF-BLD	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR ABORER" G,SITE,HVY/HWY	01/01/2016 01/01/2016 12/01/2016 12/01/2016 11/01/2016 05/01/2016 11/01/2016 05/01/2017 11/01/2018	\$38.17 \$39.10 \$31.40 \$31.90 \$32.65 \$40.49 \$41.38 \$41.97 \$42.85 \$44.29 \$41.93	\$15.28 \$7.45 \$7.45 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75 \$65.04 \$65.93 \$66.52 \$67.40 \$68.13 \$68.84
For apprentic	CONSTRICTOR CONSTRUCTOR CONSTR	Apprentice - DOCAL 4 Apprentice - III ERECT Apprentice- L SON-BLD OCAL 4 Apprentice- C HIEF-BLD	ELPER ELEVATOR CONSTRUCTOR" OR ABORER" G,SITE,HVY/HWY	01/01/2016 01/01/2016 12/01/2016 12/01/2016 11/01/2016 05/01/2016 11/01/2016 05/01/2018 11/01/2018 05/01/2018	\$38.17 \$39.10 \$31.40 \$31.90 \$32.65 \$41.38 \$41.97 \$42.85 \$43.58 \$44.29	\$15.28 \$7.45 \$7.45 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75 \$65.04 \$65.93 \$66.52 \$67.40 \$68.13 \$68.84
For apprentic For apprentic For apprentic ELD ENG.I For apprentic ELD ENG.I	CONSTRICTOR CONSTRUCTOR CONSTR	Apprentice - DOCAL 4 Apprentice - III ERECT Apprentice- L SON-BLD OCAL 4 Apprentice- C HIEF-BLD	ELPER ELEVATOR CONSTRUCTOR" OR ABORER" G,SITE,HVY/HWY	01/01/2016 01/01/2016 12/01/2016 12/01/2016 12/01/2016 11/01/2016 05/01/2016 11/01/2016 05/01/2016 11/01/2016 05/01/2016	\$38.17 \$39.10 \$31.40 \$31.90 \$32.65 \$40.49 \$41.38 \$41.97 \$42.85 \$442.82 \$41.93 \$42.82 \$43.42	\$15.28 \$7.45 \$7.45 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75 \$65.04 \$65.93 \$66.52 \$67.40 \$68.13 \$66.48 \$67.37 \$67.97
ENCE & GU BORERS - ZOI For apprentic ELD ENG.I ERATING ENC	CONSTRICTOR CONSTRUCTOR CONSTR	Apprentice - DOCAL 4 Apprentice - III ERECT Apprentice- L SON-BLD OCAL 4 Apprentice- C HIEF-BLD	ELPER ELEVATOR CONSTRUCTOR" OR ABORER" G,SITE,HVY/HWY	01/01/2016 01/01/2016 12/01/2016 12/01/2016 11/01/2016 05/01/2016 11/01/2016 05/01/2018 11/01/2018 05/01/2018	\$38.17 \$39.10 \$31.40 \$31.90 \$32.65 \$40.49 \$41.38 \$41.97 \$42.85 \$43.58 \$44.29 \$43.58 \$44.29	\$15.28 \$7.45 \$7.45 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$15.71 \$12.65 \$12.65 \$12.65 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$70.09 \$51.50 \$52.00 \$52.75 \$65.04 \$65.93 \$66.52 \$67.40 \$68.13

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2015	\$21.71	\$10.00	\$14.55	\$0.00	\$46.26
OI ENTING ENGINEERS LOCAL 4	05/01/2016	\$22.23	\$10.00	\$14.55	\$0.00	\$46.78
	11/01/2016	\$22.58	\$10.00	\$14.55	\$0.00	\$47.13
	05/01/2017	\$23.11	\$10.00	\$14.55	\$0.00	\$47.66
	11/01/2017	\$23.53	\$10.00	\$14.55	\$0.00	\$48.08
For accounting and a service of DDD ATTING ENGINEERING	05/01/2018	\$23.96	\$10.00	\$14.55	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 223	09/01/2015	\$38.31	\$8.40	\$11.28	\$0.00	\$57.99
For apprentice rates see "Apprentice- ELECTRICIAN"	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62
FIRE ALARM REPAIR / MAINTENANCE	09/01/2015	\$32.56	\$8.40	\$9.59	\$0.00	\$50.55
/ COMMISSIONINGELECTRICIANS LOCAL 223 For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	09/01/2016	\$33.33	\$8.90	\$9.78	\$0.00	\$52.01
FIREMAN (ASST. ENGINEER)	12/01/2015	\$36.34	\$10.00	\$14.90	\$0.00	\$61.24
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$36.96	\$10.00	\$14.90	\$0.00	\$61.86
	12/01/2016	\$38.00	\$10.00	\$14.90	\$0.00	\$62.90
	06/01/2017	\$38.84	\$10.00	\$14.90	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$39.67	\$10.00	\$14.90	\$0.00	\$64.57
FLAGGER & SIGNALER	12/01/2015	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
LABORERS - ZONE 2	06/01/2016	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
For comparing state and II A secretical LADOREDII	12/01/2016	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE II	03/01/2016	\$39.82	\$9.80	\$17.62	\$0.00	\$67.24

Apprentice - FLOORCOVERER - Local 2168 Zone II

Step perc 1 50 2 55 3 60	cent	Apprentice Base Wage \$19.91 \$21.90	\$9.80	Pension \$1.79	Supplemental Unemployment \$0.00	Total Rate \$31.50
2 55				\$1.79	\$0.00	\$31.50
- 55		\$21.90				
3 60		\$21.70	\$9.80	\$1.79	\$0.00	\$33.49
		\$23.89	\$9.80	\$12.25	\$0.00	\$45.94
4 65		\$25.88	\$9.80	\$12.25	\$0.00	\$47.93
5 70		\$27.87	\$9.80	\$14.04	\$0.00	\$51.71
6 75		\$29.87	\$9.80	\$14.04	\$0.00	\$53.71
7 80		\$31.86	\$9.80	\$15.83	\$0.00	\$57.49
8 85		\$33.85	\$9.80	\$15.83	\$0.00	\$59.48

Apprentice to Journeyworker Ratio:1:1

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33
SYSTEMS) GLAZIERS LOCAL 1333	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

Effect	ive Date -	06/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.54	\$10.25	\$1.00	\$0.00	\$28.79
2	56		\$19.73	\$10.25	\$1.00	\$0.00	\$30.98
3	63		\$21.93	\$10.25	\$1.50	\$0.00	\$33.68
4	69		\$24.12	\$10.25	\$1.50	\$0.00	\$35.87
5	75		\$26.31	\$10.25	\$2.00	\$0.00	\$38.56
6	81		\$28.50	\$10.25	\$2.00	\$0.00	\$40.75
7	88		\$30.70	\$10.25	\$8.00	\$0.00	\$48.95
8	94		\$32.89	\$10.25	\$8.00	\$0.00	\$51.14
Effecti	ive Date -	06/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.79	\$10.70	\$1.00	\$0.00	\$29.49
2	56		\$20.01	\$10.70	\$1.00	\$0.00	\$31.71
3	63		\$22.24	\$10.70	\$1.50	\$0.00	\$34.44
4	69		\$24.46	\$10.70	\$1.50	\$0.00	\$36.66
_							
5	75		\$26.69	\$10.70	\$2.00	\$0.00	\$39.39
6	75 81		\$26.69 \$28.91	\$10.70 \$10.70	\$2.00 \$2.00	\$0.00 \$0.00	\$39.39 \$41.61
5	81		\$28.91	\$10.70	\$2.00	\$0.00	\$41.61

Apprentice to Journeyworker Ratio:1:3

Notes:

Apprentice - GLAZIER - Local 1333

Classification				Effective Da	ite B	sase Wage	Health	Pension	Supplemental Unemployment	Total Ra
HOISTING ENC OPERATING ENGIN		VCRANES/GRA	DALLS	12/01/201	5	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
LIGITING ENGIN	حدس در	CAL T		06/01/201	6	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
				12/01/201	6	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
				06/01/201	7	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
				12/01/201	7	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
			ING ENGINEERS - Local 4 /2015	tias Dags Wags	Haal	41.	Danaian	Supplementa Unemploymen		
-	1	· · · · · · · · · · · · · · · · · · ·	Apprent	tice Base Wage			Pension			
		55		\$24.05	\$10.0		\$0.00	\$0.00		
	2	60		\$26.24	\$10.0		\$14.90	\$0.00		
	3	65		\$28.42	\$10.0		\$14.90	\$0.00		
	4	70		\$30.61	\$10.0		\$14.90	\$0.00		
	5	75		\$32.80	\$10.0	00	\$14.90	\$0.00		
	6	80		\$34.98	\$10.0	00	\$14.90	\$0.00	\$59.88	
	7	85		\$37.17	\$10.0	00	\$14.90	\$0.00	\$62.07	
	8	90		\$39.36	\$10.0	00	\$14.90	\$0.00	\$64.26	
	Effectiv Step	ve Date - 06/01		ice Base Wage	Healt	th	Pension	Supplemental Unemploymen		
-	1	55		\$24.46	\$10.0	00	\$0.00	\$0.00	\$34.46	
	2	60		\$26.69	\$10.0		\$14.90	\$0.00		
	3	65		\$28.91	\$10.0		\$14.90	\$0.00		
	4	70		\$31.14	\$10.0		\$14.90	\$0.00		
	5	75		\$33.36	\$10.0		\$14.90	\$0.00		
	6	80		\$35.58	\$10.0		\$14.90	\$0.00		
	7	85		\$37.81	\$10.0		\$14.90	\$0.00		
	8	90		\$40.03	\$10.0		\$14.90	\$0.00		
	Notes:	Middle below					rowy population monomor m	CONTRACTOR METALORISM SAMESONIAN	water manage brown mount	
 		Alan An T	Definition Definition	and the second to the second t	ONETTA MATER	WO STATUS MONTH	tale secondo mana -			
VAC (DUCTW		itice to Journeyw	OFKET KAHO:1:6	10/01/2017		¢26.10	Ø10.20	¢12.72	£1.70	P(1.01
HEETMETAL WOR	KERS ĹO		ETAL WORKER	10/01/2015 04/01/2016		\$36.10 \$36.60	\$10.20 \$10.20	\$13.72 \$13.72	\$1.79 \$1.79	\$61.81 \$62.31
For apprentice ra VAC (ELECTR		Apprentice- SHEET M CONTROLS)	ETAL WURKER"	00/01/001		#20.21	# 0.40	Q11 20	£0.00	
LECTRICIANS LOC		commonly,		09/01/2015 09/01/2016		\$38.31 \$39.21	\$8.40 \$8.90	\$11.28 \$11.51	\$0.00 \$0.00	\$57.99 \$59.62
		Apprentice- ELECTRI					20.70			427.02
VAC (TESTING HEETMETAL WORK		BALANCING - CAL 17 - B	AIR)	10/01/2015		\$36.10	\$10.20	\$13.72	\$1.79	\$61.81
		Apprentice- SHEET M	ETAL WORKER"	04/01/2016	5	\$36.60	\$10.20	\$13.72	\$1.79	\$62.31
	G AND	BALANCING -		03/01/2016	j	\$37.38	\$11.00	\$16.10	\$0.00	\$64.48
For apprentice ra	tes see "A	Apprentice- PIPEFITT	ER" or "PLUMBER/PIPEFITTER"							
IVAC MECHAN	VIC			03/01/2016		\$37.38	\$11.00	\$16.10	\$0.00	\$64.48

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Classification				te Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		"Apprentice- PIPEFITTER" or "PLUME	BER/PIPEFITTER"					
YDRAULIC D BORERS - ZONE		3	12/01/201	5 \$31.90	\$7.45	\$12.65	\$0.00	\$52.00
IDONERO - ZONE	. 2		06/01/201	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
			12/01/201	\$33.15	\$7.45	\$12.65	\$0.00	\$53.25
		'Apprentice- LABORER"						
ISULATOR (F EAT & FROST INS		& TANKS) RS LOCAL 6 (SOUTHERN MASS)	09/01/201	5 \$39.43	\$11.50	\$13.80	\$0.00	\$64.73
		to be ond a fee of mental matter.	09/01/201	5 \$41.23	\$11.50	\$13.80	\$0.00	\$66.53
			09/01/201	7 \$43.03	\$11.50	\$13.80	\$0.00	\$68.33
			09/01/2013	\$45.05	\$11.50	\$13.80	\$0.00	\$70.35
			09/01/2019	\$47.30	\$11.50	\$13.80	\$0.00	\$72.60
	Effecti	ive Date - 09/01/2015	OR (Pipes & Tanks) - Local 6 So Apprentice Base Wage		Pension	Supplementa Unemploymen		
	Step 1	percent 50	Apprentice Base Wage \$19.72	Health \$11.50	Pension \$10.70	Unemploymen \$0.00	Total Rate 3 \$41.92	
	Step 1 2	99/01/2015 percent 50 60	Apprentice Base Wage \$19.72 \$23.66	Health \$11.50 \$11.50	\$10.70 \$11.32	\$0.00 \$0.00	Total Rate 3 \$41.92 3 \$46.48	
	Step 1 2 3	percent 50 60 70	Apprentice Base Wage \$19.72 \$23.66 \$27.60	Health \$11.50 \$11.50 \$11.50	\$10.70 \$11.32 \$11.94	\$0.00 \$0.00 \$0.00	Total Rate 3 \$41.92 3 \$46.48 3 \$51.04	
	Step 1 2	99/01/2015 percent 50 60	Apprentice Base Wage \$19.72 \$23.66	Health \$11.50 \$11.50	\$10.70 \$11.32	\$0.00 \$0.00	Total Rate 3 \$41.92 3 \$46.48 3 \$51.04	
	Effecti Step 1 2 3 4	percent 50 60 70	Apprentice Base Wage \$19.72 \$23.66 \$27.60	Health \$11.50 \$11.50 \$11.50	\$10.70 \$11.32 \$11.94	\$0.00 \$0.00 \$0.00	Total Rate 3 \$41.92 46.48 5 \$51.04 5 \$55.60	
	Effecti Step 1 2 3 4	percent 09/01/2015 percent 50 60 70 80	Apprentice Base Wage \$19.72 \$23.66 \$27.60	Health \$11.50 \$11.50 \$11.50 \$11.50	\$10.70 \$11.32 \$11.94	\$0.00 \$0.00 \$0.00 \$0.00	Total Rate 0 \$41.92 0 \$46.48 0 \$51.04 0 \$55.60	
	Effecti Step 1 2 3 4 Effecti	99/01/2015 percent 50 60 70 80 ve Date - 09/01/2016	\$19.72 \$23.66 \$27.60 \$31.54	Health \$11.50 \$11.50 \$11.50 \$11.50	\$10.70 \$11.32 \$11.94 \$12.56	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate 3 \$41.92 46.48 551.04 Total Rate Total Rate	
	Effecti Step 1 2 3 4 Effecti Step	99/01/2015 percent 50 60 70 80 ve Date - 09/01/2016 percent	Apprentice Base Wage \$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage	Health \$11.50 \$11.50 \$11.50 \$11.50	\$10.70 \$11.32 \$11.94 \$12.56	\$0.00 \$0.00	Total Rate 3 \$41.92 3 \$46.48 3 \$51.04 4 Total Rate 4 \$42.82	
	Effecti Step 1 2 3 4 Effecti Step 1	9/01/2015 percent 50 60 70 80 ve Date - 09/01/2016 percent 50	Apprentice Base Wage \$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage \$20.62	Health \$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50	\$10.70 \$11.32 \$11.94 \$12.56 Pension \$10.70	\$0.00 \$0.00	Total Rate 3 \$41.92 3 \$46.48 3 \$51.04 4 Total Rate 4 Total Rate 3 \$42.82 47.56	

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER
IRONWORKERS LOCAL 37

09/16/2015 \$34.01 \$7.70 \$16.00 \$0.00 \$57.71
03/16/2016 \$34.71 \$7.70 \$16.00 \$0.00 \$58.41

Notes:

Steps are 1 year

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		ntice - <i>IR</i> ive Date -	ONWORKER - Local 37 09/16/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	70		\$23.81	\$7.70	\$16.00	\$0.00	\$47.51	
	2	75		\$25.51	\$7.70	\$16.00	\$0.00	\$49.21	
	3	80		\$27.21	\$7.70	\$16.00	\$0.00	\$50.91	
	4	85		\$28.91	\$7.70	\$16.00	\$0.00	\$52.61	
	5	90		\$30.61	\$7.70	\$16.00	\$0.00	\$54.31	
	6	95		\$32.31	\$7.70	\$16.00	\$0.00	\$56.01	
	Effecti Step	ve Date -	03/16/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	70		\$24.30	\$7.70	\$16.00	\$0.00	\$48.00	
	2	75		\$26.03	\$7.70	\$16.00	\$0.00	\$49.73	
	3	80		\$27.77	\$7.70	\$16.00	\$0.00	\$51.47	
	4	85		\$29.50	\$7.70	\$16.00	\$0.00	\$53.20	
	5	90		\$31.24	\$7.70	\$16.00	\$0.00	\$54.94	
	6	95		\$32.97	\$7.70	\$16.00	\$0.00	\$56.67	
	Notes:				MARININE MERCENIA MINISTRA	DELETE MENTALTE MATERIAL	WANTED RESERVING REQUIREM RO		
	İ							1	
	Appre	ntice to Jo	urneyworker Ratio:1:4	POWER WALLESS CLASSICAL CHOOCOUR MINISTERS WANTERS IN	chirole services escores se	COLOR BOSTONIA WITHOUTH	manufacture manufacture bendesired from	mangan gampanan pa papangangan garananan	
		VING BRI	EAKER OPERATOR	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
ABORERS - ZONI	t 2			06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
				12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice	rates see "	Apprentice- L	ABORER"						
ABORER ABORERS - ZONI	E 2			12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
				06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
				12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50

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		itice - LABORER - ve Date - 12/01/20		÷					
	Step	percent		entice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$18.69	\$7.45	\$12.65	\$0.00	\$38.79	
	2	70		\$21.81	\$7.45	\$12.65	\$0.00	\$41.91	
	3	80		\$24.92	\$7.45	\$12.65	\$0.00	\$45.02	
	4	90		\$28.04	\$7.45	\$12.65	\$0.00	\$48.14	
	Effectiv	ve Date - 06/01/20	016				Supplemental		
	Step	percent	Appre	ntice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$18.99	\$7.45	\$12.65	\$0.00	\$39.09	
	2	70		\$22.16	\$7.45	\$12.65	\$0.00	\$42.26	
	3	80		\$25.32	\$7.45	\$12.65	\$0.00	\$45.42	
	4	90		\$28.49	\$7.45	\$12.65	\$0.00	\$48.59	
	Notes:	SANGENAM SEAS NAS MANAGEM MINISTRE SANGE	nace province previous belonger transfer provinces	Availability part of the annual of the internal of the	ALTHORISE ASSETSAGE ARTHURS -	Minimized Build diff. Walnuted	MINISTER SOUTHERN MINISTER IN	ACCOUNT BANKANINA PERFECTION AFTERDAM	
	Apprer	tice to Journeyworl	ker Ratio:1:5		DANGER PASSOCIA COURSE	MARKET STATES SHAPE	entitled transport through the	num annocas cumultus birnustas	
LABORER: CA		ER TENDER		12/01/2015	\$31.1	5 \$7.45	\$12.65	\$0.00	\$51.25
ABOKEKS - ZONI	; <i>2</i>			06/01/2016	\$31.6	5 \$7.45	\$12.65	\$0.00	\$51.75
				12/01/2016	\$32.4	0 \$7.45	\$12.65	\$0.00	\$52.50
		Apprentice- LABORER"							
ABORER: CE ABORERS - ZONE		INISHER TENDER	i.	12/01/2015			\$12.65	\$0.00	\$51.25
				06/01/2016			\$12.65	\$0.00	\$51.75
For apprentice	rates see "/	Apprentice- LABORER"		12/01/2016	5 \$32.4	0 \$7.45	\$12.65	\$0.00	\$52.50
	AZARDO	OUS WASTE/ASBES	STOS REMOVER	12/01/2015	5 \$31.3	5 \$7.45	\$12.60	\$0.00	\$51.40
For apprentice	rates see "/	Apprentice- LABORER"							
ABORER: MA		ENDER		12/01/2015	5 \$31.4	0 \$7.45	\$12.65	\$0.00	\$51.50
ABORERS - ZONE	£ 2			06/01/2016	\$31.9	0 \$7.45	\$12.65	\$0.00	\$52.00
				12/01/2016	\$32.6	5 \$7.45	\$12.65	\$0.00	\$52.75
		Apprentice- LABORER"			·				·····
.ABORER: MI . <i>ABORERS - ZONE</i>		ADE TENDER		12/01/2015	\$31.1	5 \$7.45	\$12.65	\$0.00	\$51.25
				06/01/2016	\$31.6	5 \$7.45	\$12.65	\$0.00	\$51.75
For apprentice	rates see "A	Apprentice- LABORER"		12/01/2016	5 \$32.4	0 \$7.45	\$12.65	\$0.00	\$52.50
ABORER: TR		OVER		12/01/2015	5 \$31.1	5 \$7.45	\$12.65	\$0.00	\$51.25
ABORERS - ZONE	2			06/01/2016			\$12.65	\$0.00	\$51.75
				12/01/2016	\$32.4	0 \$7.45	\$12.65	\$0.00	\$52.50
			with the removal of standing to tenance or repair of utility comp	-				t done for	
ASER BEAM			tenance of repair of utility comp	12/01/2015			\$12.65	\$0.00	\$51.50
ABORERS - ZONE				06/01/2016	•		\$12.65	\$0.00	\$52.00
				12/01/2016			\$12.65	\$0.00	\$52.75
For apprentice	rates see "A	Apprentice- LABORER"		12/01/2010	, 452.0	υ φι.π <i>J</i>	Ψ12.00	40.00	ψυ2.13

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2016	\$38.08	\$10.18	\$17.70	\$0.00	\$65.96
DINCKLATERS LOCAL 3 - MARDLE & TILE	08/01/2016	\$38.78	\$10.18	\$17.78	\$0.00	\$66.74
	02/01/2017	\$39.24	\$10.18	\$17.78	\$0.00	\$67.20

Apprer	itice - MA	AKBLE & TILE FINISHEK - Local 3 Mart	ne & Tile	
Effectiv	ve Date -	02/01/2016		
Sten	percent	Apprentice R	ace Ware	

Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$19.04	\$10.18	\$17.70	\$0.00	\$46.92
2	60		\$22.85	\$10.18	\$17.70	\$0.00	\$50.73
3	70		\$26.66	\$10.18	\$17.70	\$0.00	\$54.54
4	80		\$30.46	\$10.18	\$17.70	\$0.00	\$58.34
5	90		\$34.27	\$10.18	\$17.70	\$0.00	\$62.15
	ive Date -	08/01/2016		77 1.1	. .	Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.39	\$10.18	\$17.78	\$0.00	\$47.35
1 2	50 60		\$19.39 \$23.27	\$10.18 \$10.18	\$17.78 \$17.78	\$0.00 \$0.00	\$47.35 \$51.23
1 2 3							
	60		\$23.27	\$10.18	\$17.78	\$0.00	\$51.23

|Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2016	\$49.90	\$10.18	\$19.14	\$0.00	\$79.22
DRICKLATERS LOCAL 3 - WARDLE & TILE	08/01/2016	\$50.80	\$10.18	\$19.22	\$0.00	\$80.20
	02/01/2017	\$51.37	\$10.18	\$19.22	\$0.00	\$80.77

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		_	00/01/0016						
	ffective tep p	Date - ercent	02/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{3}{1}$		50		\$24.95	\$10.18	\$19.14	\$0.00	\$54.27	
2	_	50		\$29.94	\$10.18	\$19.14	\$0.00	\$59.26	
3		70		\$29.94 \$34.93	\$10.18	\$19.14	\$0.00	\$64.25	
4		30							
5	•	90		\$39.92 \$44.91	\$10.18 \$10.18	\$19.14 \$19.14	\$0.00 \$0.00	\$69.24 \$74.23	
_		, 0		\$44.71	\$10.10	Д17.14	\$0.00	\$74.23	
E	ffective	Date -	08/01/2016				Supplemental		
S1	tep p	ercent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	. 5	50	·	\$25.40	\$10.18	\$19.22	\$0.00	\$54.80	
2	2 6	50		\$30.48	\$10.18	\$19.22	\$0.00	\$59.88	
3	7	70		\$35.56	\$10.18	\$19.22	\$0.00	\$64.96	
4	8	30		\$40.64	\$10.18	\$19.22	\$0.00	\$70.04	
5	5	00		\$45.72	\$10.18	\$19.22	\$0.00	\$75.12	
IN	otes:		MANAGE MANAGE MANAGE MANAGEMENT VI	William North Manual Manager Manager Manager	MARKE MALERY MALERY	W. CPUING SHOULDER BOOKINGS	METHODOLOGY SERVICES AND		
1									
A	pprentic	e to Jou	rneyworker Ratio:1:5	KANYA MENUTUHA MUNISTRA MUNISTRA MANUSTRA MANUSTRA M	es receive generalismo de proposposo di	window granol-se incorporat e	provisional germaneres involvables and	MEDIE BESINGSEE BEYARDIES ANNIVAMEN	
		,	ON CONST. SITES)	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
PERATING ENGINEE	ERS LOCA	L 4		06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
				12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
				06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
				12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
			PERATING ENGINEERS"						
MECHANICS MA OPERATING ENGINEE				12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
A LIVITING ENGINEE	лы ьоса.	L 7		06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
				12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
				06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
For apprentice rete	e caa "Ann	rantica O	PERATING ENGINEERS"	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
i or apprennee rate	one 2)	rentice- O	ENATING ENGINEERS	04/01/2015	s \$34.69	\$9.80	\$16.21	\$0.00	\$60.70

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

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	Step	ve Date - 04/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
	1	55	\$19.08	\$9.80	\$4.48	\$0.00	\$33.	.36
	2	65	\$22.55	\$9.80	\$13.36	\$0.00	\$45.	.71
	3	75	\$26.02	\$9.80	\$14.18	\$0.00	\$50.	.00
	4	85	\$29.49	\$9.80	\$14.99	\$0.00	\$54.	28
	Notes:	THE PERSON NAMED AND PERSON NAMED IN COLUMN TWO PERSONS NAMED IN COLUMN TRANSPORT NAMED IN COLUMN TWO PERSONS NAMED IN COLUMN TRANSPORT NA		MANAGE MANAGE SAFESSES &	APERICA PROGRAM PARTICLES	CONTRACTOR CONTRACTOR AND	NOTES ASSESSMENT AND THE SAME	-¬
		Steps are 2,000 hours						
	Appre	ntice to Journeyworker Ratio:1:5	MALAMANI (PHILAPINE MORPHICE GREENING MICHAEL STRONGERY M	NOTES AND SER MINISTER AND				
ORTAR MI		-	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
ABORERS - ZON	VE 2		06/01/2016	•	\$7.45 \$7.45	\$12.65	\$0.00	\$52.00
			12/01/2016		\$7.45 \$7.45	\$12.65	\$0.00	\$52.75
For apprentic	e rates see "	Apprentice- LABORER"		452.00	Ψ,	,	*	Ψ02.70
		TRUCK CRANES, GRADALLS)	12/01/2015	\$22.27	\$10.00	\$14.90	\$0.00	\$47.17
PERATING ENC	INEEKS LC	CAL 4	06/01/2016	\$22.66	\$10.00	\$14.90	\$0.00	\$47.56
			12/01/2016	\$23.31	\$10.00	\$14.90	\$0.00	\$48.21
			06/01/2017	\$23.82	\$10.00	\$14.90	\$0.00	\$48.72
			12/01/2017	\$24.34	\$10.00	\$14.90	\$0.00	\$49.24
		Apprentice- OPERATING ENGINEERS"						
ERATING ENG		IES, GRADALLS) OCAL 4	12/01/2015	*	\$10.00	\$14.90	\$0.00	\$50.98
			06/01/2016	\$26.54	\$10.00	\$14.90	\$0.00	\$51.44
			12/01/2016	\$27.29	\$10.00	\$14.90	\$0.00	\$52.19
			06/01/2017	\$27.89	\$10.00	\$14.90	\$0.00	\$52.79
For apprentic	e rates see "	Apprentice- OPERATING ENGINEERS"	12/01/2017	\$28.50	\$10.00	\$14.90	\$0.00	\$53.40
		EN EQUIPMENT - CLASS II	12/01/2015	¢42.21	Ø10.00	¢14.00	00.00	P (0.01
ERATING ENG		•	12/01/2015		\$10.00	\$14.90 \$14.90	\$0.00	\$68.21
			06/01/2016		\$10.00	\$14.90	\$0.00	\$68.96
			12/01/2016		\$10.00	\$14.90	\$0.00	\$70.19
			06/01/2017		\$10.00	\$14.90	\$0.00	\$71.18
For apprentic	e rates see ".	Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
INTER (BR			01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
INTERS LOCAL	L 35 - ZONE	. 2	07/01/2016		\$7.85	\$16.10	\$0.00	\$74.41
		07/01/2010	Ψ20.10	Ψ1.05	Ψ. σ.10	40.00	Ψ/Τ.ΤΙ	

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		ive Date -	01/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50		\$24.76	\$7.85	\$0.00	\$0.00	\$32.61	
	2	55		\$27.23	\$7.85	\$3.66	\$0.00	\$38.74	
	3	60		\$29.71	\$7.85	\$3.99	\$0.00	\$41.55	
	4	65		\$32.18	\$7.85	\$4.32	\$0.00	\$44.35	
	5	70		\$34.66	\$7.85	\$14.11	\$0.00	\$56.62	
	6	75		\$37.13	\$7.85	\$14.44	\$0.00	\$59.42	
	7	80		\$39.61	\$7.85	\$14.77	\$0.00	\$62.23	
	8	90		\$44.56	\$7.85	\$15.44	\$0.00	\$67.85	
	Effecti Step	ve Date -	07/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$25.23	\$7.85	\$0.00	\$0.00	\$33.08	•
	2	55		\$27.75	\$7.85	\$3.66	\$0.00	\$39.26	
	3	60		\$30.28	\$7.85	\$3.99	\$0.00	\$42.12	
	4	65		\$32.80	\$7.85	\$4.32	\$0.00	\$44.97	
	5	70		\$35.32	\$7.85	\$14.11	\$0.00	\$57.28	
	6	75		\$37.85	\$7.85	\$14.44	\$0.00	\$60.14	
	7	80		\$40.37	\$7.85	\$14.77	\$0.00	\$62.99	
	8	90		\$45.41	\$7.85	\$15.44	\$0.00	\$68.70	
	Notes:	Steps are	750 hrs.		MATERIAL SALENDARY MATERIALS	BOOLER BIBLION	. Marchinese errolleninn worderine an	CALLYCE MARKETON PROFESSION SUFFICIAL	
	Appre	ntice to Jou	urneyworker Ratio:1:1	The second section of the second seco	COVERS EFFICIENT PERSONS NO	sources and extreme appropriate	Methodal Brooklin Engineers are	The hardware concrete becomes	
,			AST, NEW) *	01/01/2016	5 \$40.41	\$7.85	\$16.10	\$0.00	\$64.36
			painted are new construction	n, 07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
w paint rate	snan be	useu.PAINT	ERS LOCAL 35 - ZONE 2	01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26

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	Effecti Step	ve Date - 01/01/2016 percent	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
-	1	50						
			\$20.21	\$7.85	\$0.00	\$0.00	\$28.06	
	2	55	\$22.23	\$7.85	\$3.66	\$0.00	\$33.74	
	3	60	\$24.25	\$7.85	\$3.99	\$0.00	\$36.09	
	4	65	\$26.27	\$7.85	\$4.32	\$0.00	\$38.44	
	5	70	\$28.29	\$7.85	\$14.11	\$0.00	\$50.25	
	6	75	\$30.31	\$7.85	\$14.44	\$0.00	\$52.60	
	7	80	\$32.33	\$7.85	\$14.77	\$0.00	\$54.95	
	8	90	\$36.37	\$7.85	\$15.44	\$0.00	\$59.66	
	Effectiv Step	ve Date - 07/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50	\$20.68					
	2	55		\$7.85	\$0.00	\$0.00	\$28.53	
	3		\$22.75	\$7.85	\$3.66	\$0.00	\$34.26	
		60	\$24.82	\$7.85	\$3.99	\$0.00	\$36.66	
	4	65	\$26.88	\$7.85	\$4.32	\$0.00	\$39.05	
	5	70	\$28.95	\$7.85	\$14.11	\$0.00	\$50.91	
	6	75	\$31.02	\$7.85	\$14.44	\$0.00	\$53.31	
	7	80	\$33.09	\$7.85	\$14.77	\$0.00	\$55.71	
	8	90	\$37.22	\$7.85	\$15.44	\$0.00	\$60.51	
Ī	Notes:	manus manus baran manus manus range proper pro-	er trockrime ersiening mentaler elizabetic litarians en union		CONTROL MANAGEM METALETIC			
,		Steps are 750 hrs.						
L	Appren	ntice to Journeyworker Ratio:1:1	E MESAAMINI MESAMBA AMININTIN'I MANAMININ'I MININTIN'I MININTIN'I MININTIN'I MININTIN'I MININTIN'I MININTIN'I	mount mountain managery or	months them to me to be problem.			
AINTER (SPRA		SANDBLAST, REPAINT)	01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$62.42
III DIG LOCAL 33	- ZOIVE	2	07/01/2016	\$39.42	\$7.85	\$16.10	\$0.00	\$63.37
			01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32

Issue Date: 03/15/2016

	Step	ve Date -	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	50		\$19.24	\$7.85	\$0.00	\$0.00	\$27.09	
	2	55		\$21.16	\$7.85	\$3.66	\$0.00	\$32.6	
	3	60		\$23.08	\$7.85	\$3.99	\$0.00	\$34.92	
	4	65		\$25.01	\$7.85	\$4.32	\$0.00	\$37.18	
	5	70		\$26.93	\$7.85	\$14.11	\$0.00	\$48.89)
	6	75		\$28.85	\$7.85	\$14.44	\$0.00	\$51.14	
	7	80		\$30.78	\$7.85	\$14.77	\$0.00	\$53.40)
	8	90		\$34.62	\$7.85	\$15.44	\$0.00	\$57.93	
	Effective Step	ve Date -	07/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	50		\$19.71	\$7.85	\$0.00	\$0.00	\$27.50	
	2	55	•	\$21.68	\$7.85	\$3.66	\$0.00	\$33.19	
	3	60		\$23.65	\$7.85	\$3.99	\$0.00	\$35.49	
	4	65		\$25.62	\$7.85	\$4.32	\$0.00	\$37.79	
	5	70		\$27.59	\$7.85	\$14.11	\$0.00	\$49.55	
	6	75		\$29.57	\$7.85	\$14.44	\$0.00	\$51.86	
	7	80		\$31.54	\$7.85	\$14.77	\$0.00	\$54.16	
	8	90		\$35.48	\$7.85	\$15.44	\$0.00	\$58.77	
	Notes:	Steps are	750 hrs.	n automate attactor statistics statistics according	BEART (TITE WE WOMEN BETTE FOR THE	manerama komonina komonina	watering transpo accorded by	ALTERN POSITION TO-CHETCH PROTEING	
	Appren	itice to Jou	rneyworker Ratio:1:1	Exercision Succession Againstation Principles Management Principles	namen announce promotion on	WORLD MINISTER MINISTER	MANAGEMENT STEELING MANAGEMENT MICE	COLOR ASSESSED SECURIOR ASSESSED	
NTER (TRA		IARKING	5)	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
DRERS - ZONE	2			06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
For Apprentice	rntes sos "	Annrantica	ADODED"	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
NTER / TAI				04/04/604		Ф# 0#	¢16.10	\$0.00	
	•		oainted are new construction	01/01/2016		\$7.85	\$16.10	\$0.00	\$62.96
W paint rate :	shall be	used. <i>PAINT</i>	ERS LOCAL 35 - ZONE 2	07/01/2016 01/01/2017		\$7.85 \$7.85	\$16.10 \$16.10	\$0.00 \$0.00	\$63.91 \$64.86

	Effecti	ive Date -	01/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.51	\$7.85	\$0.00	\$0.00	\$27.36	
	2	55		\$21.46	\$7.85	\$3.66	\$0.00	\$32.97	
	3	60		\$23.41	\$7.85	\$3.99	\$0.00	\$35.25	
	4	65		\$25.36	\$7.85	\$4.32	\$0.00	\$37.53	
	5	70		\$27.31	\$7.85	\$14.11	\$0.00	\$49.27	
	6	75		\$29.26	\$7.85	\$14.44	\$0.00	\$51.55	
	7	80		\$31.21	\$7.85	\$14.77	\$0.00	\$53.83	
	8	90		\$35.11	\$7.85	\$15.44	\$0.00	\$58.40	
	Effecti	ive Date -	07/01/2016				Supplemental		
_	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.98	\$7.85	\$0.00	\$0.00	\$27.83	
	2	55		\$21.98	\$7.85	\$3.66	\$0.00	\$33.49	
	3	60		\$23.98	\$7.85	\$3.99	\$0.00	\$35.82	
	4	65		\$25.97	\$7.85	\$4.32	\$0.00	\$38.14	
	5	70		\$27.97	\$7.85	\$14.11	\$0.00	\$49.93	
	6	75		\$29.97	\$7.85	\$14.44	\$0.00	\$52.26	
	7	80		\$31.97	\$7.85	\$14.77	\$0.00	\$54.59	
	8	90		\$35.96	\$7.85	\$15.44	\$0.00	\$59.25	
Ī	Notes:	e monacona esperarea sarrana				ornered between the source	Arrest of the state of the stat		
		Steps are 75							
	Appre	ntice to Jour	neyworker Ratio:1:1	mentan wasan an menungan mempanan pantangsa menungan m	ANTI-ANTON MEMOLINESS NAMESSAN MEN	CYCACA MICYODOCYCE ACACACAMIN	COLUMN MODERN WATER OR WOL	NAMES BOLESCOPPE PERMANENT PROJECTION	
AINTER / TAP			AINT)	01/01/2016	5 \$37.07	\$7.85	\$16.10	\$0.00	\$61.02
HITERO LOCAL 3.) - ZOME	. .		07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97

01/01/2017

\$38.97

\$7.85

\$16.10

\$0.00

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\$62.92

PILE DRIVER

PILE DRIVER LOCAL 56 (ZONE 2)

\$18.17

\$0.00

\$64.98

	Effecti Step	ve Date - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$18.54	\$7.85	\$0.00	\$0.00	\$26.39	
	2	55	\$20.39	\$7.85	\$3.66	\$0.00	\$31.90	
	3	60	\$22.24	\$7.85	\$3.99	\$0.00	\$34.08	
	4	65	\$24.10	\$7.85	\$4.32	\$0.00	\$36.27	
	5	70	\$25.95	\$7.85	\$14.11	\$0.00	\$47.91	
	6	75	\$27.80	\$7.85	\$14.44	\$0.00	\$50.09	
	7	80	\$29.66	\$7.85	\$14.77	\$0.00	\$52.28	
	8	90	\$33.36	\$7.85	\$15.44	\$0.00	\$56.65	
	Effecti Step	ve Date - 07/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$19.01	\$7.85	\$0.00	\$0.00	\$26.86	
	2	55	\$20.91	\$7.85	\$3.66	\$0.00	\$32.42	
	3	60	\$22.81	\$7.85	\$3.99	\$0.00	\$34.65	
	4	65	\$24.71	\$7.85	\$4.32	\$0.00	\$36.88	
	5	70	\$26.61	\$7.85	\$14.11	\$0.00	\$48.57	
	6	75	\$28.52	\$7.85	\$14.44	\$0.00	\$50.81	
	7	80	\$30.42	\$7.85	\$14.77	\$0.00	\$53.04	
	8	90	\$34.22	\$7.85	\$15.44	\$0.00	\$57.51	
	Notes:	Commence TEO Land	THE PERSONAL PROPERTY SECURITY SECTION PURCHING	thinking probability from a	to any American Monthles	erockyte decision frankrik til	menante describino direttalena deletrog	
		Steps are 750 hrs.					İ	
	Appre	ntice to Journeyworker Ratio:1:1	The second seconds which the second seconds se	NOTES SPECIAL REPORTS WA	COLUMN SESSEPPLE SEPTEMBER	MATERIAL MATERIAL MATERIAL MATERIAL	THE STREET WINDS MICHIGAN	
		UCKS DRIVER IL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
AND DOO	CK CON	ISTRUCTOR (UNDERPINNING	AND 09/01/2013	\$37.01	\$9.80	\$18.17	\$0.00	\$64.98

Apprentice -	PILE DRIVER -	Local 56 Zone 2

Step percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
l 0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

09/01/2013

\$37.01

\$9.80

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER LABORERS - ZONE 2	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
2016 2 2016 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
PLUMBER & PIPEFITTER PLUMBERS & PIPEFITTERS LOCAL 51	03/01/2016	\$37.38	\$11.00	\$16.10	\$0.00	\$64.48

Step	ive Date - 03/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
I	40	\$14.95	\$11.00	\$1.50	\$0.00	\$27.45
2	50	\$18.69	\$11.00	\$1.50	\$0.00	\$31.19
3	60	\$22.43	\$11.00	\$7.85	\$0.00	\$41.28
1	70	\$26.17	\$11.00	\$11.66	\$0.00	\$48.83
5	80	\$29.90	\$11.00	\$14.20	\$0.00	\$55.10

Notes:

Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85

Annrentice	to Tourneywo	rker Ratio:1:3	
ADDITERRICE	to Journeywo	rker Kalio:1:5	

PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 51	03/01/2016	\$37.38	\$11.00	\$16.10	\$0.00	\$64.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER LABORERS - ZONE 2	12/01/2015	\$32.15	\$7.45	\$12.65	\$0.00	\$52.25
LADORERS - ZONE Z	06/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$33.40	\$7.45	\$12.65	\$0.00	\$53.50
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00 .	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
PUMP OPERATOR (CONCRETE)	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63

Issue Date: 03/15/2016

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 59	06/01/2008	\$19.00	\$5.10	\$4.21	\$0.00	\$28.31
RECLAIMERS	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
•	12/01/2016	\$45.29	\$10.00	\$14.90	Unemployment 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00 4.90 \$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
RESIDENTIAL WOOD FRAME (All Other Work) CARPENTERS - ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

^{**} The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

Apprentice -	CARPENTER	(Residential W	Vood Frame) - Zone 2	1
--------------	-----------	----------------	----------------------	---

Effecti	ive Date - 05/01/2011					Supplemental		
Step	percent	Apprentice Base Wa	age Healt	h	Pension	Unemployment	Total Rate	
1	60	\$14.54	\$6.3	4	\$0.00	\$0.00	\$20.88	
2	60	\$14.54	\$6.3	4	\$6.23	\$0.00	\$27.11	
3	65	\$15.76	\$6.3	4	\$6.23	\$0.00	\$28.33	
4	70	\$16.97	\$6.3	4	\$6.23	\$0.00	\$29.54	
5	75	\$18.18	\$6.3	4	\$6.23	\$0.00	\$30.75	
6	80	\$19.39	\$6.3	4	\$6.23	\$0.00	\$31.96	
7	85	\$20.60	\$6.3	4	\$6.23	\$0.00	\$33.17	
8	90	\$21.82	\$6.3	4	\$6.23	\$0.00	\$34.39	
Notes:	· PERSONAL PROPERTY SECURE SECURE SECURES	destruin processors destruin adoreste vantuurs arrobant additional .	LANGE LANGE CO.	nu angros a	LINE PROBLEM MANAGEMENT	AMERICAN ELECTRICAL PROSPECTOR OF		
							1	
Appre	ntice to Journeyworker Rat	io:1:5				remarks adversary serviced dec-	THE STATE STATE OF THE STATE OF	
	D BUGGY OPERATOR	12/01/2	2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
4BORERS - ZONE 2		06/01/2	2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
		12/01/2	2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "	Apprentice- LABORER"							
	MULCHING MACHINE	12/01/2	2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
PERATING ENGINEERS LO	JCAL 4	06/01/2	2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
		12/01/2	2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
		06/01/2	2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
		12/01/2	2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
oue Date: 02/15/20		201						26 -62

Issue Date: 03/15/2016 Wage Request Number: 20160315-027 Page 26 of 33

^{2 (}Residential Wood)

ROOFER (Inc.Roofer 200FERS LOCAL 33	Waterproofi	ng &Roofer Damproofg)	02/01/201	5 \$40.11	\$11.00	\$12.90	\$0.00	\$64.01
	entice - Ro	OOFER - Local 33 02/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$20.06	\$11.00	\$3.39	\$0.00	\$34.45	
2	60		\$24.07	\$11.00	\$12.90	\$0.00	\$47.97	
3	65		\$26.07	\$11.00	\$12.90	\$0.00	\$49.97	
4	75		\$30.08	\$11.00	\$12.90	\$0.00	\$53.98	
5	85		\$34.09	\$11.00	\$12.90	\$0.00	\$57.99	

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

Total Rate

Apprentice to Journeyworker Ratio:**	MINERAL PARAMETERS MINERAL STORMS	CANDOM POTONIA ROSSOCI	D BORNESMA BOATSLASS Pro-	trical processes descenting	solution desired particular a	
ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	02/01/2016	\$40.36	\$11.00	\$12.90	\$0.00	\$64.26
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER	10/01/2015	\$36.10	\$10.20	\$13.72	\$1.79	\$61.81
SHEETMETAL WORKERS LOCAL 17 - B	04/01/2016	\$36.60	\$10.20	\$13.72	\$1.79	\$62.31

Issue Date: 03/15/2016 Wage Request Number: 20160315-027 Page 27 of 33

Total Rate Unemployment

еp	ive Date - percent	10/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
[40		\$14.44	\$10.20	\$3.28	\$0.84	\$28.76
2	45		\$16.25	\$10.20	\$3.69	\$0.91	\$31.05
3	50		\$18.05	\$10.20	\$8.57	\$1.11	\$37.93
4	55		\$19.86	\$10.20	\$8.57	\$1.17	\$39.80
5	60		\$21.66	\$10.20	\$11.17	\$1.29	\$44.32
6	65		\$23.47	\$10.20	\$11.38	\$1.35	\$46.40
7	70		\$25.27	\$10.20	\$11.60	\$1.41	\$48.48
8	75		\$27.08	\$10.20	\$11.82	\$1.47	\$50.57
9	80		\$28.88	\$10.20	\$12.03	\$1.53	\$52.64
10	85		\$30.69	\$10.20	\$12.25	\$1.59	\$54.73
ffect	ive Date -	04/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$14.64	\$10.20	\$3.28	\$0.84	\$28.96
2	45		\$16.47	\$10.20	\$3.69	\$0.91	\$31.27
3	50		\$18.30	\$10.20	\$8.57	\$1.11	\$38.18
4	55		\$20.13	\$10.20	\$8.57	\$1.17	\$40.07
5	60		\$21.96	\$10.20	\$11.17	\$1.30	\$44.63
6	65		\$23.79	\$10.20	\$11.38	\$1.36	\$46.73
•	70		\$25.62	\$10.20	\$11.60	\$1.42	\$48.84
7	75		\$27.45	\$10.20	\$11.82	\$1.48	\$50.95
7	13		\$29.28	\$10.20	\$12.03	\$1.55	\$53.06
	80		\$27.20	•			

SIGN ERECTOR

Apprentice to Journeyworker Ratio:1:3

PAINTERS LOCAL 35 - ZONE 2

06/01/2013

\$25.81

\$7.07

\$7.05 \$0.00

\$39.93

Supplemental Effective Date Base Wage Health Pension

		ve Date - 06/01/2013				Supplemental		
Si	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
2	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
3	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
4	1	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	
5	5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	
6	ó	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
7	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	
8	8 85 9 90	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
9)	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
N	otes:	STREET, PARTOUR SEASONS SECTIONS STREET, STREET, STREET, STREET, STREET, STREET,	RECOVER WINDSHALL BURNSHAM & JANASTIN SHOTHERE BATHLINGS &	Photostrate devicements societies.	evenue success sussessed	Entertain and traver demonstrate the		
1		Steps are 4 mos.					1	
A	pprer	ntice to Journeyworker Ratio:1:1	COLUMN SECURIOR MARIEMA DALAMAN PORTUGA SECURIOR SE			MATERIAL MATERIAL SAME		
PECIALIZED EA		MOVING EQUIP < 35 TONS	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
orano i Dico voni i Co	01.01	ENG. IV BOND B	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
			08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
			12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
PECIALIZED EA EAMSTERS JOINT CO		MOVING EQUIP > 35 TONS	12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
EAMSTERS JOINT CC	JUNCII	L NO. 10 ZONE B	06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
			08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
			12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
PRINKLER FITT		550 (Castian P) 7am 2	03/01/2016	\$48.99	\$8.67	\$16.80	\$0.00	\$74.46
MINALER FILLERS L	LUCAL	550 - (Section B) Zone 2	10/01/2016	\$49.98	\$8.67	\$16.80	\$0.00	\$75.45
			03/01/2017	\$50.88	\$8.67	\$16.80	\$0.00	\$76.35

Issue Date: 03/15/2016

	Step	ve Date - 03/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	35	\$17.15	\$8.67	\$8.55	\$0.00	\$34.37	
	2	40	\$19.60	\$8.67	\$8.55	\$0.00	\$36.82	
	3	45	\$22.05	\$8.67	\$8.55	\$0.00	\$39.27	
	4	50	\$24.50	\$8.67	\$8.55	\$0.00	\$41.72	
	5	55	\$26.94	\$8.67	\$8.55	\$0.00	\$44.16	
	6	60	\$29.39	\$8.67	\$8.55	\$0.00	\$46.61	
	7	65	\$31.84	\$8.67	\$8.55	\$0.00	\$49.06	
	8	70	\$34.29	\$8.67	\$8.55	\$0.00	\$51.51	
	9	75	\$36.74	\$8.67	\$8.55	\$0.00	\$53.96	
	10	80	\$39.19	\$8.67	\$8.55	\$0.00	\$56.41	
	Effecti Step	ve Date - 10/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	35	\$17.49	\$8.67	\$8.55	\$0.00	\$34.71	
	2	40	\$19.99	\$8.67	\$8,55	\$0.00	\$37.21	
	3	45	\$22.49	\$8.67	\$8.55	\$0.00	\$39.71	
	4	50	\$24.99	\$8.67	\$8.55	\$0.00	\$42.21	
	5	55	\$27.49	\$8.67	\$8.55	\$0.00	\$44.71	
	6	60	\$29.99	\$8.67	\$8.55	\$0.00	\$47.21	
	7	65	\$32.49	\$8.67	\$8.55	\$0.00	\$49.71	
	8	70	\$34.99	\$8.67	\$8.55	\$0.00	\$52.21	
	9	75	\$37.49	\$8.67	\$8.55	\$0.00	\$54.71	
	10	80 .	\$39.98	\$8.67	\$8.55	\$0.00	\$57.20	
		Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours					AMERICAN AMERICAN AMERICAN	
EAM BOIL						41400		
RATING EN			12/01/201:			\$14.90	\$0.00	\$68.21
			06/01/2010			\$14.90 \$14.00	\$0.00	\$68.96
			12/01/2010			\$14.90 \$14.90	\$0.00 \$0.00	\$70.19
			06/01/201′ 12/01/201′			\$14.90 \$14.90	\$0.00	\$71.18 \$72.17
For apprentic	ce rates see "	Apprentice- OPERATING ENGINEERS"	12/01/201	, Φ41,21	\$10.00	Ψ17.70	ψυιου	Φ12.1
		PELLED OR TRACTOR DRAW	/N 12/01/201:	5 \$43.31	\$10.00	\$14.90	\$0.00	\$68.2
RATING ENC	GINEERS LC	CAL 4	06/01/2016				\$0.00	\$68.90
			12/01/2016	5 \$45.29	\$10.00	\$14.90	\$0.00	\$70.19
			06/01/2017	7 \$46.28	\$10.00	\$14.90	\$0.00	\$71.18
For apprentic	ce rates see "	Apprentice- OPERATING ENGINEERS"	12/01/2017	7 \$47.27	\$10.00	\$14.90	\$0.00	\$72.17
		ON TECHNICIAN	00/01/2014	e22 E	CO 40	\$9.59	\$0.00	QEO 5 4
CTRICIANS I			09/01/2013 09/01/2016			\$9.39 \$9.78	\$0.00	\$50.55 \$52.01

Issue Date: 03/15/2016

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	Effective Date - 09/01/2015 Step percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Notes:	See Electrician Apprentice	: Wages	PERSONAL MANAGEMENT DEPOTENT	PPSO V ANNOVAS INSCRICT			
		Steps are 750hrs	and the decree of the con-				1	
		tice to Journeyworker R	es shall be the same as the Electricia	n Apprentice	Wages		WAY AMALON WATER STATES	
PP 4 7 7 ()		•						
ERRAZZO FINISHERS ICKLAYERS LOCAL 3 - MARBLE & TILE		02/01/2010			\$19.14	\$0.00	\$78.12	
			08/01/2016		\$10.18	\$19.22	\$0.00	\$79.10
	•		02/01/2017	7 \$50.27	\$10.18	\$19.22	\$0.00	\$79.6
			•					
		tice - TERRAZZO FINIS e Date - 02/01/2016	HER - Local 3 Marble & Tile					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$24.40	\$10.18	\$19.14	\$0.00	\$53.72	
	2	60	\$29.28	\$10.18			*	
	3	70			\$19.14	\$0.00	\$58.60	
	4	80	\$34.16	\$10.18	\$19.14	\$0.00	\$63.48	
	5	90	\$39.04	\$10.18	\$19.14	\$0.00	\$68.36	
	3	90	\$43.92	\$10.18	\$19.14	\$0.00	\$73.24	
	Effectiv	e Date - 08/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$24.85	\$10.18	\$19.22	\$0.00	\$54.25	
	2	60	\$29.82	\$10.18	\$19.22	\$0.00	\$59.22	
	3	70	\$34.79	\$10.18	\$19.22	\$0.00	\$64.19	
	4	80	\$39.76	\$10.18	\$19.22	\$0.00	\$69.16	
	5	90	\$44.73	\$10.18	\$19.22	\$0.00	\$74.13	
	Notes:	MARKET COLORS MARKET MARKET	extended described management production or control production as production of the control of t	MARKET BARRETT BA. 2017 10	CHECK STREET, SOURCE,	Married according and		
	Appren	tice to Journeyworker Ra	atio:1:3	ecolor for the marriers such			1	
EST BORING DRILLER BORERS - FOUNDATION AND MARINE		12/01/2015	\$36.70	\$7.45	\$13.75	\$0.00	\$57.90	
		06/01/2016	\$37.45	\$7.45	\$13.75		\$58.65	
_			12/01/2016		\$7.45	\$13.75		\$59.65
		pprentice- LABORER"						
EST BORING DRILLER HELPER BORERS - FOUNDATION AND MARINE		12/01/2015		\$7.45	\$13.75		\$56.62	
			06/01/2016		\$7.45	\$13.75		\$57.37
For apprentice rates see "Apprentice- LABORER"			12/01/2016	\$37.17	\$7.45	\$13.75	\$0.00	\$58.37
ST BORING LABORER			12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
			12.01.2010	400.00	41110			420.20
ORERS - FO	UNDATION A	ND MARINE	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"					Onemployment	
TRACTORS/PORTABLE STEAM GENERATORS	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
TELEVISION COOLED NO. 10 ZONE D	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	12/01/2015	\$47.58	\$7.45	\$14.15	\$0.00	\$69.18
EADOREIG (COM RESSED MIG	06/01/2016	\$48.33	\$7.45	\$14.15	\$0.00	\$69.93
	12/01/2016	\$49.33	\$7.45	\$14.15	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2015	\$49.58	\$7.45	\$14.15	\$0.00	\$71.18
	06/01/2016	\$50.33	\$7.45	\$14.15	\$0.00	\$71.93
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$51.33	\$7.45	\$14.15	\$0.00	\$72.93
TUNNEL WORK - FREE AIR	12/01/2015	#20.65	\$7.45	¢1/ 15	\$0.00	ec1 25
LABORERS (FREE AIR TUNNEL)	12/01/2015	\$39.65	\$7.45	\$14.15	\$0.00	\$61.25
	06/01/2016	\$40.40	\$7.45	\$14.15	\$0.00	\$62.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$41.40	\$7.45	\$14.15	\$0.00	\$63.00
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2015	\$41.65	\$7.45	\$14.15	\$0.00	\$63.25
LABORERS (FREE AIR TUNNEL)	06/01/2016	\$42.40	\$7.45	\$14.15	\$0.00	\$64.00
	12/01/2016	\$43.40	\$7.45	\$14.15	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"		·				
VAC-HAUL	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
C. DICTION DICTION DOCAL T	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	· · · · · · · · · · · · · · · · · · ·					
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 51	03/01/2016	\$37.38	\$11.00	\$16.10	\$0.00	\$64.48

For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"

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Classification Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

- ** Multiple ratios are listed in the comment field.
- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

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